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***Reimagining the Academic Library:  
Are We There Yet?***

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***Reimagining the Academic Library:  
Are We There Yet?***



# **Research libraries are undertaking a number of radical transformations from:**

- **print towards electronic,**
- **local towards shared,**
- **licensed towards open,**
- **general towards distinctive,**
- **collections towards engagement,**
- **selector towards partner.**

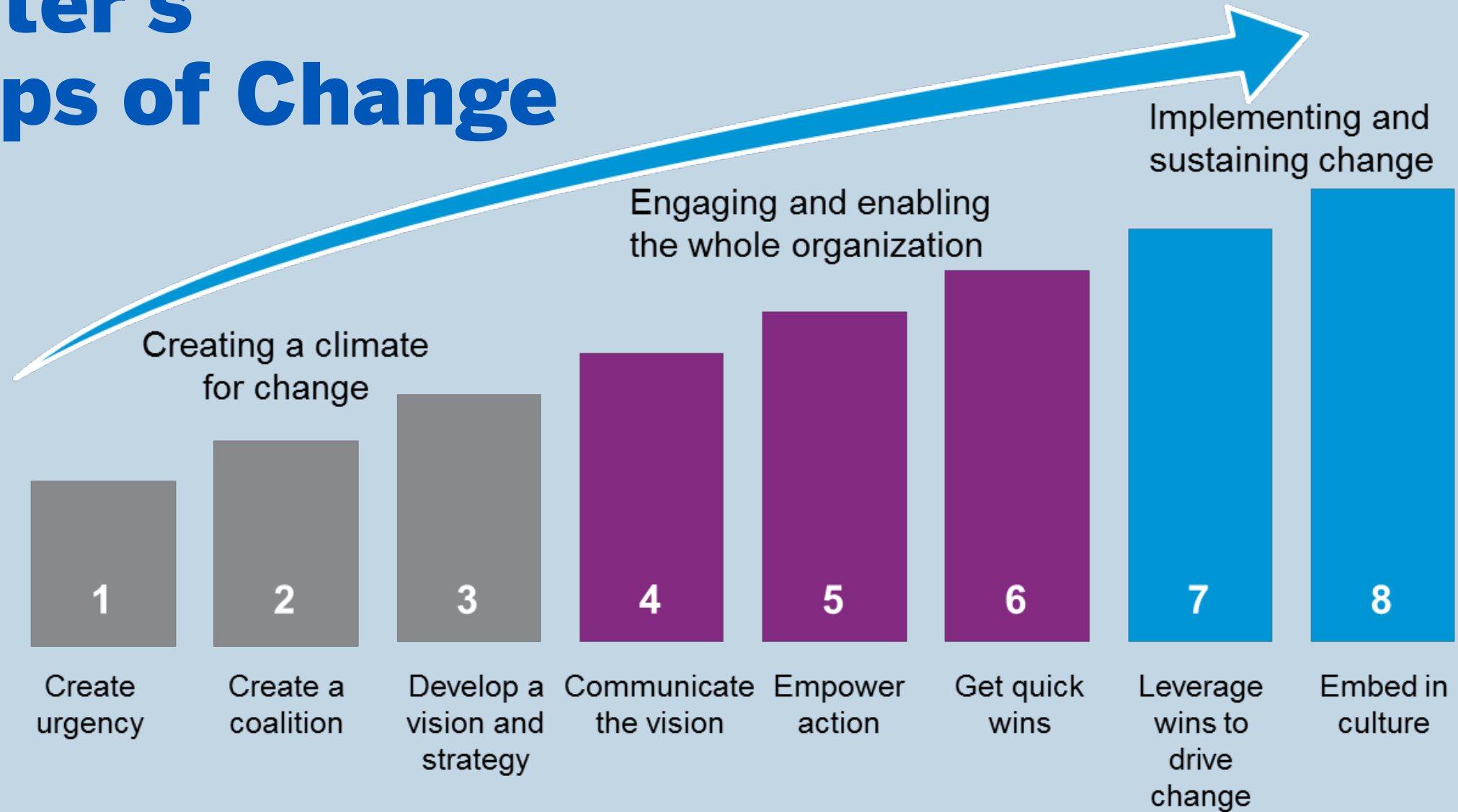






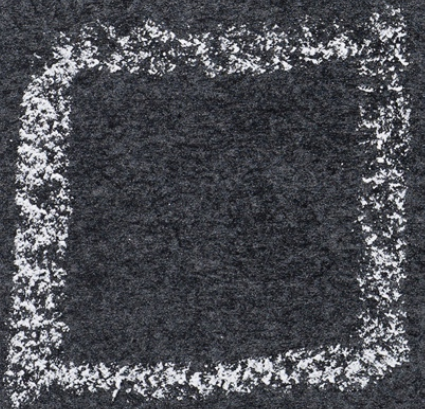


# Kotter's Steps of Change



*\*The 8-Step Process for Leading Change – Dr. John Kotter*





N



W

LATER



# Engaging & Enabling





**“One of the most  
difficult things to  
change is not society-  
but to change yourself.”**

**Nelson Mandela**





# So, What Changes Have We Made?

**Developed a gift policy that changed the way we receive/process gifts  
(Efficiency: lift and shift 3 positions to other critical areas)**

**Deemphasize collection building as a core function  
(big deals, focus on distinctive collections instead)**

**Articulated expectations for expanded liaison roles  
(incl. statements in job descriptions)**

**Developed a new advancement team**

**Hired specialists/domain expertise  
(e.g. FYE librarian, digital archivist, data management specialist)**





**The best organizational structure for today will be imperfect and will at some point in the future need to be rethought.**

